



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 48, Number 5

December 2003/January 2004

Western states Teamsters make plans to "Change to Grow"

Two hundred delegates from all the western states spent four days together in October charting a new direction for their union—a direction based on organizing and growth.

The theme of the meeting—"Changing to Grow"—includes changing the structure of the union, and the way it does business to facilitate organizing.

"If we are going to survive we need to change," said Teamsters Western Region Vice-President Chuck Mack in his welcoming remarks. "We've changed before, as the world around us has changed. Now we need to engage in real structural change if we are going to continue to do the job for our members."

Building blocks in place

General President Jim Hoffa set the tone for the meeting. Looking back at the last three years, he said, "we've put the building blocks for change in place." Specifically:

- **Democracy:** The 2001 International Convention restored democracy to the Teamsters and restored unity in the organization.
- **Funding:** The 2002 Special Convention, by approving a dues increase, "restored the union to solvency and made it possible for us to move forward. Now we've got the resources for growth."
- **Planning:** In 2003, the International began a strategic planning

process, which has charted the new direction for the union. "Everything we do has to be based on the need to organize and grow, and we can't do it in the same old way," Hoffa said.

Real Challenges

Greg Tarpinian, from Labor Research Associates, discussed the strategic planning process in detail. While the union has made tremendous progress, he said, "the challenges are real. Because of deregulation, because of the changes in the economy, and because of the political climate, membership has slowly and steadily declined since its height of two million in the 'sixties. We're the largest, but we're not big enough. If we don't

grow, we'll become weaker."

The Strategic Planning Committee is reviewing the work of the entire union—all divisions, departments, joint councils and locals—to determine the union's assets. "We've got a lot going for us," said Tarpinian. "We're united. We're politically strong. We have solid support from the membership."

Get the biggest bang

Most important, Tarpinian said, the union has the financial wherewithal to organize. "Now the challenge is to organize in a systematic way, to strengthen ourselves in our core industries, and to reach out for new opportunities. We've got to get the biggest bang for our buck."

Organizing drives by several Joint Council 7 locals were featured in the panel discussion that followed. Bob Morales, Secretary-Treasurer of Local 350, described how combining the resources of the International with strong community support, produced a win for sanitary truck drivers on the Peninsula. Dennis Hart, Director, Western Region Brewery and Soft Drink Conference, described a similar process in organizing soft drink drivers throughout the East and South Bay.

"We had an army"

Coordinated campaign brings union to Allied Scavenger

Last month, the employees of Allied Waste Management who cover San Carlos, Redwood City and other peninsula communities, voted 138-68 to join Teamsters Local 350.

The Allied Scavenger organizing drive was a coordinated campaign involving the members, local church and political leaders, and the International union, which sent in organizers to help. Hundreds of house calls were made. "We had an army" says Local 350 Secretary-Treasurer Bob Morales. "That's how we won."

John Montalbano, with 20 years at the company, was among the rank and file leaders of the organizing drive.



Local 350 Secretary-Treasurer Bob Morales describes the bargaining process at Allied's first contract proposal meeting.

By John Montalbano

When I first came here 20 years ago, we were with San Mateo Scavenger, which then became a part of BFI. Now of course, its Allied Scavenger. Before that I was a truck driver and a member of Teamsters Local 85, so I knew the value of having a strong union.

This was a perfect job for me. I was ready to get off the road. The pay and benefits were great and BFI treated us very well.

Things started deteriorating about six years ago, after Allied came in. It was one takeaway after another. They revamped manning and consolidated our routes. The most important thing they did was cut back on our health care benefits and impose unreasonable co-pays.

This was the only big scavenger company in the Bay Area that was non-union, so some of us figured it was time to join. But every time we tried, the company brought in consultants who scared workers to death. They had one consultant who got \$1,000 for every "no" vote.

They would threaten the guys and make promises at the same time. Many of these guys are young—they've got homes and families, they need this job. I understand why they were scared.

We lost two elections before winning this last one. We lost the second by only 22 votes. The lesson is that you've got to keep going, you've got to keep grinding. I guess people just got to where they were so mad, they couldn't take it any more. I thought we were going to win this time, but I never expected it to be so overwhelming.

The support we had from the community was fantastic. We had members of the Board of Supervisors and clergy people stating publicly that the company should stop pressuring people and just let us vote.

Morale has really improved since the election, and it's a great process for the guys now to move into the stage of deciding what kind of contract they want. We're looking forward to our first contract, and to becoming active members of Local 350.

Attention SF Voters:

Vote—Tuesday, December 9

Gavin Newsom for Mayor
Terrence Hallinan for D.A.

Endorsed by all Teamster Locals in SF
For our future in San Francisco

Happy Holidays
Felices Fiestas

from the staff &
officers of Teamsters
Joint Council 7



YOUR LEGAL RIGHTS

Private Right of Action to Obtain Civil Penalties for Labor Code Violations

On the eve of leaving the Governor's office, Gray Davis signed into law several new bills that benefit working people. This article focuses on two such bills that address the growing need to improve enforcement of labor laws we already have on the books.

These new laws allow employees to sue their employers directly for violations of existing labor codes and increases the penalties for such violations. They both go into effect on January 1, 2004.

The new right to sue for penalties is added to employees' current right to recover wages owed for non-payment of overtime, minimum wage, and similar actions. Under existing law employees may either sue for recovery of wages owed, or file a complaint with

the Labor Commissioner, and some limited penalties are available (if the offending employer no longer employs the employee). The new law allows employees not only to recover wages due, but also to seek penalties to punish employers who violate the

From the Law Office of Beeson, Tayer & Bodine

This commentary is not to be construed as legal advice. Specific legal questions may be directed to the law offices of Beeson, Tayer & Bodine or your own attorney.

Labor Code. The penalties are divided between the state and the employee bringing the suit, under a formula explained below. To bring such a suit, the employee must hire

an attorney. If the employee wins, the employer must pay the employee's attorney's fees. But of course, if the employee loses, the employee must pay their own attorney fees.

SB 796 – Private Attorneys General

SB 796 provides for a private right of action to enforce the Labor Code. It has four major provisions:

First, the bill creates civil penalties for provisions of the Labor Code that currently do not have any. The new penalties are \$500 per violation if the offender is not an employer. For employers, the new penalty is \$100 per employee per pay period for the first violation, and \$200 per employee per pay period for each violation thereafter.

The second provision allows aggrieved employees to bring suits on their own behalf and on the behalf of others to recover civil penalties. If the employee prevails, the employer must also pay the employee's attorney's fees and costs. Only attorney's fees for the employee are available. The employer cannot recover costs of attorney's fees from the employee even if it wins.

Third, when the state and an individual are pursuing the same claim at the same time, the employee's action will not be heard. This provision en-

sures that the state maintains the authority to prosecute criminal violations of the Labor Code if it chooses to do so, without interference from the individual's case.

The fourth provision provides for the distribution of the collected penalties: (a) 50% to the General Fund; (b) 25% to the Department of Labor and Workforce Development for programs designed to educate employers and employees of their rights and responsibilities under the Labor Code; and (c) 25% to the aggrieved workers.

AB 276 – Enhanced Penalties for Labor Law Violations

Davis also signed AB 276 into law, which increases the existing civil fines for Labor Code violations, including code sections dealing with minimum wages, maximum hours, working conditions, and occupational safety and health. Some of these fines have not been updated in 20 years.

The updating of the penalties will act as a stronger deterrent to rogue employers who violate the labor laws, particularly because with SB 796, individuals may bring suits that result in payments of the enhanced fines. Most of the fines are doubled. For example, currently a fine for failure to pay minimum wage is \$50 for the first violation and \$100 for subsequent violations; the new law sets those same penalties at \$100 and \$200 respectively.

The private right of employees to enforce the Labor Code will be a very useful tool to upgrade and maintain labor standards. Your Local Union can assist you in taking advantage of the new legislation.

TAP NEWS

TAP prepares for 2004

TAP was pleased to recognize the hard work of our Continuing Care group facilitators at a working lunch for them at Francesco's in October.

Lunch was hosted by Executive Director Casey Sawyer, and Carl Price chaired the meeting, drawing out ways to improve TAP continuing care meetings along with expectations and policies for facilitators.

Support & Continuing Care

TAP support meetings are currently held in Oakland, Burlingame, San Jose, Santa Cruz, Vacaville and Watsonville. A new meeting is being added in Santa Rosa beginning in December.

Continuing care is vital to the ongoing sobriety of Teamster members who are referred to substance abuse treatment in accordance with the benefits available through their Health and Welfare Trust Funds. The entire continuing care program is funded though the money generated by the annual TAP Golf Tournament.

The Golf Tournament also funds TAP's outreach and training. TAP is planning a business agent-employer seminar for early 2004.

The 2004 TAP Golf Tournament will be held at Sunol Golf Course on April 8th. **Mark your calendar.**

Involving more companies

Several companies have not yet utilized the free training for employees, shop stewards and supervisors. TAP will contact all business agents to de-

termine which companies are most in need of having a TAP counselor visit the workplace and make a presentation about available TAP services. Our goal is to reach members before their job is jeopardized or other serious problems develop. If you think TAP should come to your company to provide training to employees, supervisors or shop stewards, please contact Bill Gaito at 510-562-3600.

On November 5, representatives from the treatment programs to which TAP refers most of its clients, met in our Oakland office for our annual Preferred Providers Meeting. TAP staff reviewed our internal procedures for evaluating and referring clients. We also discussed issues of drug testing and determining compliance with DOT regulations.

Holiday party approaches

Planning for the TAP Holiday Party, slated for Saturday, December 13 at Teamsters Local 78 in Hayward, has begun. TAP will again call on its Preferred Providers to donate raffle prizes, food and time, to insure that the event is a success. A full turkey and ham dinner will be followed by a visit from Santa Claus who will give presents to all children 13 years old and younger who attend. To make sure you child receives a gift and for more information about the Holiday Party, call TAP at 510-562-3600.

**TAP Holiday Party
Saturday, December 13
at Local 78 in Hayward
Dinner—Santa—Fun**



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SoCal grocery strikes to save health care have national impact

In Southern California, UFCW members struck Vons grocery stores on October 11. Vons is a subsidiary of Safeway Stores. The Albertsons and Ralphs grocery chains then locked out workers, putting nearly 70,000 workers on the picket line. Grocery workers in four other states are also on strike.

At the heart of this struggle is the same issue unions are facing across all sectors — defending health care coverage for working families. These grocery workers are not striking over \$5 to \$15 a week in health insurance premiums, as the supermarkets claim. They are striking to hold on to a decent health care plan for their families



In October, labor brought pickets to Walnut Creek, where Safeway CEO Steve Burd was speaking on the rights of animals. Here, Calif. Labor Federation Secretary-Treasurer Art Pulaski reminds Burd about the rights of workers.

target. The UFCW strike/lockout is a "line in the sand."

This battle is being fought on all sides. Powerful business interests are lining up to repeal SB 2, labor's landmark legislative victory that mandates employers to provide health care coverage.

If this strike moves north, please respect all pickets. Contact your Local Union for a list of local alternative union stores to do your shopping.

For information on the UFCW strike/lockout visit www.saveourhealthcare.org. To find out how you can help or to make a donation to the strike fund, please contact your Local Union.

against threats of massive rollbacks.

"This is not only a UFCW fight—this is a Teamster fight," said Joint Council 7 President Chuck Mack. "Employer-based health care is under attack everywhere. What comes out of the negotiations will absolutely im-

impact future Teamster negotiations in the grocery warehouses," he added.

Companies are cutting hard-won health care packages and forcing workers to pay more for less. In contract negotiations across the state, benefits are the number one employer



POLITICS AND LEGISLATION

Teamsters endorse Gephardt for president in 2004

The International Brotherhood of Teamsters enthusiastically endorsed Richard Gephardt (D-MO) in the Democratic Presidential Primary at a Detroit rally attended by more than 1,000 rank-and-file members.

"Dick Gephardt has proven by word and deed that he is by far the best candidate to represent the interests of America's working families," President Jim Hoffa told the cheering crowd. "In his 27 years in Congress he has always led the fight on our behalf. We are proud to join him in this fight."

The endorsement follows extensive conversations with, and a poll of, Teamster members. In addition, questionnaires were sent to all Democratic candidates that asked their position on a variety of issues. Upon reviewing the results of these questionnaires, 90% of the 500 participating Local Unions chose to support Gephardt. The union's General Executive Board unanimously voted to endorse Gephardt.

Teamster field operatives will be sent into the early primary states of New Hampshire, Iowa, Michigan and South Carolina to turn out union voters, and the union will initiate a grassroots fundraising operation among Teamster members.

"We have an opportunity to elect a true friend of working families," Hoffa added. "By staying united with Dick Gephardt we will win. I urge our brothers and sisters in the labor movement to join our cause."



Despite recall, many labor-friendly laws pass and are signed by governor

The following article is excerpted from the the California Teamsters Public Affairs Council's *Teamstergram*, which offers a complete round-up of the 2003 legislative session. For the complete article, go to www.teamstersctpac.org

By BARRY BROAD

While the recall campaign was going on, the Legislature was going about its normal business of passing and killing legislation. Some important labor-supported bills were passed and signed by Governor Davis. Here are the highlights:

Health Care Coverage: SB2 will bring health insurance coverage to 1.5 million of the estimated six million uninsured Californians. SB2 is designed on a "play or pay" model, in which covered employers either provide health insurance or pay a fee to the state, which will then purchase the coverage through a purchasing pool.

Workers' Compensation reform: The reform package will save approximately \$5 billion out of the \$20 billion that the system costs altogether, by capping some rates, limiting certain doctor visits, and utilizing a grievance system to resolve disputes in the workers' compensation system.

AB76 strengthens the laws against racial, sexual, religious, or disability discrimination by requiring that employers take corrective action to prevent harassment by outside customers or contractors.

AB226 makes so-called "dead peasants" insurance unlawful. Employers can no longer buy life insurance on their rank and file employees and, if the employee dies, the company collects the money while the family gets nothing.

AB276 increases the penalties that can be charged labor law violators.

AB1141 makes agency shop provisions applicable to public sector supervisory and confidential employees covered by the Meyers-Milias-Brown Act.

Two Teamster-sponsored bills also became law:

AB98 deals with meal and rest breaks for public sector commercial drivers, and SB 158 protects public transit workers from displacement.

APPLY NOW



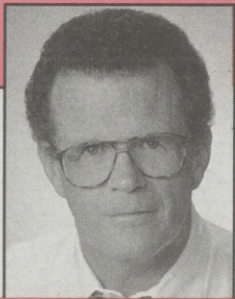
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President's Report

by
Chuck Mack

Good news: Teamsters on the move

How about a little good news? Yeah, I know the Teamsters and the labor movement have their share of problems: a hostile political climate with the Bush Administration in Washington, and in all likelihood, a more hostile climate in California with the election of Schwarzenegger.

We also continue the struggle against deregulation, privatization and "free trade." The economy's pretty hostile too—we're down over two million jobs in the last three years. Add to that lower pension returns and outrageous cost increases for health and welfare, and it's not a pretty picture.

So what's the good news? In spite of all the negatives, the Teamsters Union is on the move. We're putting together programs and plans of action to buck the political and economic trends—to take care of our members and their families. And we're making progress.

That was evident at the IBT's October Executive Board Meeting. In the four and a half years I've been on the Board there hasn't been a better meeting. We're managing to take care of the day-to-day business of contracts and grievances while fashioning strategic approaches on a number of fronts.

Excellent national contracts

Since the Board last met, the Car Haul contract was completed and ratified by a 72% margin. The contract didn't set any records but it protected benefits, increased wages and bolstered job security. It's a solid agreement negotiated in tough economic times in a less than stable industry.

The Anheuser-Busch contract has also been finalized and members will vote on it before the end of the year. This outstanding package includes maintenance of benefits for health and welfare, money for pensions, substantial wage increases and, most important, job security provisions. The beer maker has agreed to keep all of its plants open and running for the life of the agreement.

When you couple those agreements with the UPS and Freight contracts recently negotiated, it's evident that negotiations at the national level are going well. The IBT is keeping faith with the membership, fighting not just to maintain conditions and benefits but to improve them.

Mounting aggressive programs in organizing and politics

While all of this has gone on, the IBT has fashioned aggressive new programs in organizing, politics and legislation, and strategic campaigns.

The dues money members approved to organize is being used for just that. With *Building Teamster Power* the goal, the Organizing Department has focused its attention on Teamster core industries and developed national organizing programs in freight, waste disposal, Cintas Uniform, and beverage. Locals in Joint Council 7

are participating—targeting the non-union subsidiaries of companies that we have under contract.

With the International, Joint Councils and Locals partnering to build Teamster membership, this organizing plan is different from any in the past. Jeff Farmer, Director of Organizing and Western Region Organizer Manny Valenzuela, have tremendous energy and ability—and a plan that will work.

The political and legislative fronts are also very active. The Teamsters introduced HR2863 in Congress the "Intermodal Equipment Safety and Responsibility Act." This legislation would require Intermodal chassis to be inspected and repaired to meet all Federal Motor Carrier Safety Administration (FMCSA) regulations before being offered for interchange. The Teamsters Port Division has been very active in promoting this legislation and has used it in our efforts to organize port truck drivers.

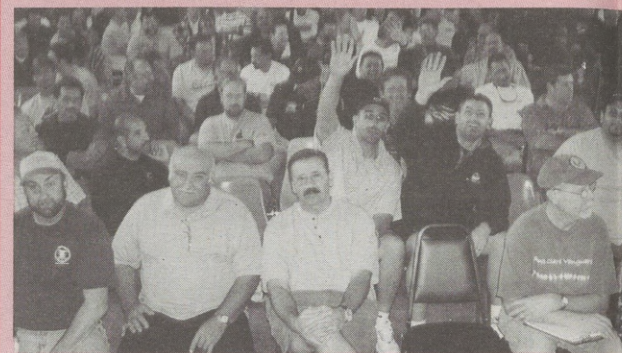
We've also been instrumental in introducing legislation that would reform labor law, one of the biggest roadblocks to growing the labor movement. The "Employee Right to Choose Act," authored by Senator Chuck Schumer (D-NY), will level the playing field for employees to organize in the workplace. S1513, and a similar bill introduced by Rep. George Miller, HR3074, will allow the NLRB to automatically certify a bargaining unit if 50% plus 1 cards are signed. The bills also facilitate a first union contract by laying down strict timelines for negotiating and utilizing binding arbitration if no agreement is reached in a specified period of time.

On the political front, the Teamsters have endorsed Richard Gephardt for president in 2004. During his years in Congress, Gephardt has been right on every issue that affects workers—family medical leave, minimum wage, national health care and trade—NAFTA, GATT and China. He's been there for working families. This time we're supporting a candidate who's right on the issues and we're putting together a national program that will make him the Democratic nominee.

The work being done by IBT Corporate and Strategic Initiatives Department is just as encouraging. By leveraging our pension and health and welfare investments, we've been instrumental in passing shareholder resolutions at both Fed-Ex and McKesson and we've mounted strategic campaigns at Airborne, Coca-Cola, Continental Airlines and Laidlaw Bus that have been instrumental in changing corporate behavior.

The challenges ahead for the Teamsters and the trade union movement are monumental, but for the first time in many years we're developing programs in the IBT that move us from defense to offense. Rather than being reactive, we're proactive—taking the initiative, setting the agenda and forcing the government and corporations to react.

No doubt we'll lose a few but we're going to win more. It's a positive change and bodes well for the future.



Sysco members vote on their new contract

Local 78 members ratify Sysco pact

Nearly 300 Local 78 members who work at Sysco of San Francisco ratified a new five-year contract in October. The agreement includes full MOB, annual raises and pension contributions.

A committee of nine stewards and elected committee members played a major role in demonstrating the unity and solidarity necessary to win this agreement.

"In today's world of ever increasing health care costs, it's quite an accomplishment when you can get an employer to agree to pay the health care increases no matter how high they get," said Secretary Treasurer Steve Mack. "This committee did a great job. We're very proud of them."

First union microbrewery

Mendocino Brewery in Ukiah is the first microbrewery in California to be under contract with the Teamsters. Local 896 Secretary-Treasurer Ren Medrano is pleased to welcome the 19 brewing and production workers to the Teamsters.

The contract calls for an average of \$1/hour wage increase; the company will increase its contribution for Health and Welfare and for the first time, will pay into the pension plan.

Trustees okay extra (13th) check

Joint Council 7 Pension Trustees Chuck Mack and Rome Aloise advise that the Trustees of the Western Conference of Teamsters Pension Plan approved an extra (13th) check for the year 2004.

Like this year's distribution, it will be \$600 for pre-1985 retirees living as of January 1, 2004, or \$500 for surviving spouses of deceased pre-1985 retirees.

The plan is to mail checks at the beginning of February 2004. Notwithstanding the difficult economic climate that's resulted in lower than expected return on investments, Trustees were able to do this year's check with money set aside in the late 1990's. Since 1985, the Trust has distributed more than \$510 million by extra checks sent to members who retired prior to 1985.



News from Local 70

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December 2003/January 2004

Phone 510-569-9317

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Local 70's first 100 years

Local 70 members, retirees celebrate Centennial



Retired officers and officials (L to R): Jimmy Muniz, President; Joe Ovalle, Recording Secretary; Jay Gohl, Trustee/Business Agent; Business Agents Al Andrade, Alex Ybarrolaza, Bob McCallister, Gabe Ybarrolaza; Earl Randall, Trustee and Frank Young, Recording Secretary.

More than 400 members, retirees and family members celebrated Local 70's 100th anniversary on Saturday, September 27. The Local, one of the oldest in the Teamsters, was founded on October 3, 1903.

Local 70 was first organized to represent horse and wagon team drivers that drayed commodities throughout the East Bay. With the

advent of the motor vehicles, the Local started organizing the new trucking industry in the late teens and early 1920's.

Today, Local 70 represents 4,500 members in a variety of crafts and industries—UPS, freight, chain grocery, waste disposal, production, beverage, water, transportation, warehouse, and more.

The Centennial Celebration was a great day to reflect

on the union's past and plan for the future.

President emeritus Jimmy Muniz spoke for the retirees. He recounted his years as a member and how important Local 70 was in his life and his family's.

Joe Silva and Chuck Mack spoke to the present and the future. Mack (32 years) and Silva (18 years) are the longest-serving Secretary-Treasurer and President in the Local's history.

One of the highlights of the celebration was the display of memorabilia. Ray Ramirez



Doris and Ray Ramirez stand in front of their memorabilia display.

(retired, Consolidated Freight) and his wife Doris, brought their extensive collection of pictures, pins, flyers and posters from 1899 through 2000, and Doug Kinyon (retired, Nations Way) also brought his memorabilia collection going back six decades.

Alameda County Board of Supervisors President Scott Haggerty, a former Local 70 member, and Supervisor Alice Lai-Bitker presented the Local with a congratulatory resolution. State Assembly Member



Two generations of Local 70—Bill Rogers, Sr., retired (R) and Bill Rogers, Yellow Freight (L)—admire Doug Kinyon's (C) memorabilia.

Ellen Corbett and Joe Cazanave, representing Congressman Pete Stark, also offered resolutions commending the Local on its service to members and the community.

Mayor Jerry Brown added his voice, as did Judy Goff, head of the Alameda County Central Labor Council.

A special focus of the Centennial event was a tribute to former officers and officials, recognizing them for their contributions and commitment to the membership.



These guys mean business. Serving as Sargeants of Arms at the Centennial are (L to R): Luis Magallon, Randy Jamison, Mike Clenney, Jerry McCoy, George Sims and Stacey Latimer.

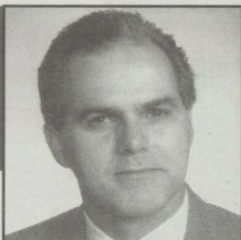


Alameda County Board of Supervisors President Scott Haggerty and Supervisor Alice Lai-Bitker present resolution commending Local 70 on its contribution to members and to the community to Secretary-Treasurer Chuck Mack.

Holiday & Meeting Schedule

Because of the holidays, Local 70's December Membership Meeting will be held on the third Tuesday: December 16.

Local 70 offices and hiring hall will be closed on Christmas Day and on New Years Day.



President's Report

Joe Silva

Paying tribute to those who got us here

On Saturday September 27, more than 500 members, retirees and their families as well as several politicians came to Local 70's auditorium to celebrate our 100th anniversary. In addition to sharing a great lunch, the Local 70 family reminisced about the "old days" and renewed old friendships.

Retirees from the freight industry represented the largest single group in attendance. They took time "catching up," telling stories and reviewing the extensive memorabilia displays provided by retirees Ray Ramirez and Doug Kinyon. As they passed the displays, they called out the names of the companies for whom they worked; PIE, ETMF, IML, Lee-Way, Sterling, Western Gillette, PMT, Delta, ONC, CME, Transcon, Garrett, and many more.

Retirees from the grocery industry who were formerly employed by Associated Food, Mayfair, Lucky Stores and Safeway, talked about the camaraderie of grocery drivers and warehouse employees and the long blistering strikes in this industry.

The event provided an opportunity for us to honor our members, past and present, and to acknowledge the many generations of families who have been an integral part of our history. We paid tribute to our shop stewards who worked so long for so little, while ensuring our success. We thanked our current and past officers, business agents, and dispatchers for their dedication and leadership in good times and bad. Finally, in a moment of silence, we remembered those who could not attend this celebration and those who are no longer with us.

All in all, it was a great celebration of our long and proud history.

Southern California grocery strike

When 70,000 United Food and Commercial Workers in Southern California rejected the contract offered by Albertsons, Ralph's, and Von's in October, a strike and lock-out ensued. Teamster members who work in grocery warehouses or deliver product to grocery stores are affected as well.

The overarching issue of this dispute, and similar strikes in four other states, is Health and Welfare. The employer proposal restricts eligibility and shifts costs to grocery workers.

In Northern California, our collective bargaining agreements with Albertson's and Safeway Stores provide for full maintenance of benefits. However, we agreed to modify the benefit package. That compromise provided the basis for settlement, but the cost of health and welfare has since increased dramatically.

We support our brothers and sisters in Southern California and hope that this dispute is favorably and quickly resolved.

UPS: Safety issues at the forefront

Business Agent Marty Frates continues to press UPS to resolve long-standing safety issues. The con-

tract gives the business agent authority to approve the union members on the Safety Committee. Recently, Frates rescinded his approval of the Package Driver Safety Committee. The union members on that committee agreed with Frates' decision and the underlying issues that precipitated it.

Frates, representing Local 70, took this action in an effort to convince UPS to resolve safety issues already agreed upon. The union insists that UPS complete the documents that identify both the problems and procedures for drivers working in unsafe areas. This is of particular importance to relief drivers.

Frates also demanded that UPS enforce its agreement precluding Driver and Pre-Load employees from working on moving belts. If UPS lives up to its prior commitments, Frates is willing to be part of the solution. We are poised to approve the Package Driver Safety Committee and move on to new business when current agreements are in place.

Significant win at Ashland Distribution

When Fairfield-based Ashland Distribution, a distributor of chemicals, plastics and resins, removed Victor Johnson from his dispatcher position in April 2002, Local 70 filed a grievance. And when the issue could not be resolved, the union requested arbitration. In October, Arbitrator William Riker sustained the union's position, restoring the dispatcher position to the bargaining unit. This is an excellent precedent-setting decision.

The issue was how the Dispatcher position is classified. Neither the terms and conditions of the contract nor the history of the dispatcher position provided an easy resolution to this dispute. In the end, the arbitrator concluded that "the Employer has the right to create a new classification. However, once that decision is made and the terms and conditions of the collective bargaining agreement are applied to that classification by management, then it becomes a contractual agreement between the parties."

Business Agent Jim Brown shepherded this case from the initial grievance through the arbitration process and developed the strategy that produced this significant win.

xpedx: No settlement in sight

After protracted negotiations last year, Teamsters Local 70 and xpedx agreed to a contract extension with an expiration date of September 30, 2003. Business Agent Dominic Chiovare conducted negotiations with xpedx representatives throughout September. On October 2, our members overwhelmingly rejected the company's final offer by a vote of 55-1 and authorized a strike. With strike sanctions secured, Business Agent Chiovare continues to search for a solution.

Economic issues dominate these negotiations. The xpedx final offer provided a meager wage pro-

continued on Page D

Local 70's centennial honored at IBT celebration



Local 70 was among 18 local unions that were recognized at the International Brotherhood of Teamsters' Washington, D.C. Centennial Celebration for celebrating their own centennials in 2003. Here, Secretary-Treasurer Chuck Mack displays his plaque with IBT President James P. Hoffa and Secretary-Treasurer Thomas Keegel.

Political Action
by **LOU MARC**

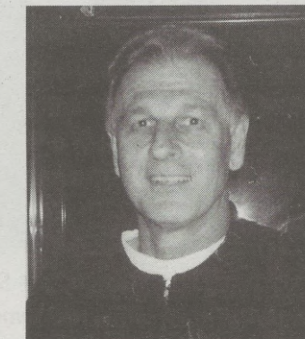
Win or lose—the battle

The recall is over. The entire process was a travesty of our legitimate rights, but labor will carry on. It seems assured that we will have no voice with the new governor.

Teamsters anticipate that our legislative agenda will come under attack with such core issues as cross-border trucking, health and welfare, workers compensation benefits and the spread of Wal-Marts across our state as special targets. We must come together in determination to fight those special interests that despise worker justice and seek to weaken or destroy labor unions.

Statewide, the vote was a shameful farce, but once again the Bay Area came through with a powerful union voice. Nearly seventy percent of Alameda County voted against the recall. I have been participating in meetings to explore how the success we have achieved here in the Bay Area can be duplicated in other regions statewide.

I want to thank all of the members who turned out to support labor's cause. In the future, we will be expanding our message to family members, neighbors, churches, and community groups. Waging a political fight for



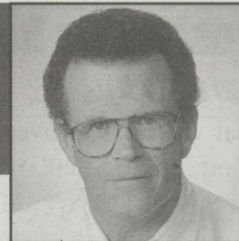
Business Agent Jim Brown

Business Agent Jim Brown announced that he has been a member of Local 70 for the last eleven. His assignments include house and even bus companies.

"Brown took to heart the song My Way by Chuck Mack. 'Jim's assignment was to negotiate all the contracts to negotiate,'" Joe Silva said. "We thank him for his service and wish him well."

Secretary-Treasurer's Report

Chuck Mack



Local 70 celebrates 100 years of service

The IBT Centennial was held in early September in Washington, DC. It was a great event. Officers, officials, members, staff and friends came in from across the country to reflect, celebrate and "gear up" for the future. Bill and Hillary Clinton were speakers, as was Dick Gephardt, Teamster-endorsed candidate for President in 2004. Teamster President Jim Hoffa set the tone; "We accomplished much but there's a lot more to do. We look forward to the start of another 100 years."

Not to be outdone, Local 70 celebrated our centennial at the end of September. Yes, we're 100 years old too. It was fun. Members, family, retirees and representatives, close to 500 in number, talked about the "good old days" over lunch. They viewed the memorabilia displays of retirees Ray Ramirez and Doug Kinyon and heard Alameda County Supervisors Alice Lai-Bitker and Scott Haggerty, Assembly member Ellen Corbett and Oakland Mayor Jerry Brown commend the Local for its success in collective bargaining and its contribution to the community. Jimmy Muniz, Local 70 President Emeritus, spoke for the retirees, and Judy Goff, head of the Alameda County Central Labor Council spoke for Bay Area unions. As with the IBT centennial, it was nice to look back however briefly. Building power and building on the past are the challenges of the future.

IBT Executive Board

The International Executive Board meeting in late October was, I believe, the best I've attended. The reports were encouraging. We continue to do well in national contract negotiations. The Car Haul Agreement was ratified by 72%. It's not a record breaker, but solid in light of economic conditions nationally and in the industry. The Anheuser-Busch Agreement is spectacular - maintenance of benefits for health care, solid wages and pension increases, and great job security. Following UPS and Freight, you have to say national bargaining is going well.

Just as impressive, maybe more so, were the reports from the Organizing, Government Affairs and Strategic Campaign Departments. All three have a plan to get us off defense and on the offense. That's a quantum leap from where we were 5 years ago, and even 15 years ago. It won't come easy and plans will change, but the positive news is that there's a plan, there's activity, there's hope.

Problems, too

A good meeting and a solid plan for the future haven't chased away all the problems. They abound. Health care costs continue to skyrocket; annual increases of 15% to 25% are common. Employers in almost every contract are trying to shift costs to workers.

The UFCW supermarket strike in Southern California is a perfect example. The stores want workers to pay, and workers have said no and gone to the streets. There is bound to be more of this ahead,

even in Local 70. Health care is the issue in every negotiation.

Another problem—membership loss. Local 70 is down close to 400 members over last year. We're not alone, our sister Locals have also lost members and even the IBT is down. Partly, it's a result of the economy. Even more, it's a result of a hostile organizing climate. We're working on that. Legislation providing for "card check" recognition and employer neutrality has been introduced in Congress at Teamster request—another example of our being proactive rather than reactive. It won't be easy to pass. In fact the odds are against it, but it will pose the question to our congressional representatives, "Whose side are you on?"

Progress on the Wal-Mart front

The Oakland City Council passed the Big Box Ordinance, which means no Wal-Mart Super Center in Oakland. The good guys win. On the other hand, Fremont shelved a similar ordinance. The issue there is not so much dead as derailed. We'll be back.

The struggle of struggles is shaping up in Contra Costa County. The Board of Supervisors there banned Big Box, but Wal-Mart has challenged their decision by circulating a petition and getting the issue on the ballot in March 2004. We will do all we can to win this one. The message to our members in Contra Costa County is — NO on Wal-Mart.

2004 extra check for retirees

Even in the midst of this challenging economic environment, the Trustees, at their last Quarterly Board Meeting of the Western Conference of Teamsters Pension Trust approved an Extra (13th) Check for the year 2004. Essentially, the 2004 distribution will be a repeat of the distribution in 2003: \$600 for pre-1985 retirees living as of January 1, 2004; \$500 for surviving spouses of deceased pre-1985 retirees. Checks are expected to be mailed to recipients' home addresses in February 2004. This payment will add approximately \$22 to \$23 million to the over \$510 million in Extra Checks the Trust has distributed since 1985.

Short Notes

We reached a new three-year agreement at Rodgers Trucking. Health care was the major issue. We got maintenance of benefits on a revised plan.... Health care is also the issue at xpedx. The company wants members to pay the lion's share of future increases. That's a big problem and could lead to a strike.....the freight supplement booklets are in and we'll distribute them to members over the next month.

Because of the holidays, the membership meeting for December is the third Tuesday, December 16, 7:00 p.m. See you there!

On behalf of our officers, officials and staff, I want to extend to all our members and their families best wishes for a most joyous holiday season.

From the officers and staff
of Teamsters Local 70
to all members, retirees
and your families...

Happy Holidays.

Here's to more in 2004!

Members ratify Rodgers

Local 70 members working at Rodgers Trucking overwhelmingly ratified a new three year agreement in October. The contract provides an immediate increase in health and welfare and provides sizable economic increases in each year along with maintenance of benefits for health and welfare.

Health care costs took center stage in the discussions between the company and the union. The issue is becoming critical in practically every collective bargaining agreement, whether it be Teamsters or otherwise.

Rodgers has close to 140 members working from five different locations. The company has been under contract with Local 70 for 40 years.

ical Action
MARCHETTI

the battle continues

workers' justice is a righteous cause, one we can be proud to carry to our communities.

I also want to thank our Livermore members who cast votes to elect Marshall Kamena for mayor. Here is an example of a local election where Teamster support will be richly realized in our members' everyday lives. Mayor Kamena's support of the solid waste industry protects local Teamster jobs, and his commitment to working family issues will significantly impact the quality of our Livermore members' lives. This is a reminder that we must be visible and active in every election, even at the grassroots level.

Now for the next challenge—gearing ourselves up for the 2004 election. Of course our most urgent mandate is to oust President Bush. Last month I had the opportunity to meet IBT-backed candidate Dick Gephardt. He delivered an inspired, impassioned speech to over 300 Teamster Political Coordinators, and I assure you his positions on trade, health and welfare and such labor law reforms as "card-check" organizing are unparalleled among the Democratic candidates.

t Jim Brown retires

Brown announced his retirement effective the end of the year. He was a member of Local 70 for 39 years and has served as Business Agent for many assignments covered everything from grocery to water to ware-houses.

the song *My Way* by Frank Sinatra; he did things his way," said assignment was always difficult because he had so many individualities," Joe Silva added. "On behalf of the Local and our members, we wish him well in retirement."

President's Report

from page B

positional distributed over a three-year period, a modified overtime provision that makes overtime more difficult to secure, a reduction of sick leave by one day, no new monies for pension benefits, and an inadequately funded health and welfare plan. It was not surprising that the members rejected this offer.

Negotiations resumed on November 12, but to date, the parties have been unable to reach a settlement. We expect to meet in late November and early December. We hope for the best as we look at options and prepare for the worst.

We are not alone in our problems with xpdx. Negotiations in other parts of the country are stalled as

well. Recently, Boston-based Teamsters Local 25 struck xpdx after 18 months of negotiations.

The paper industry has become more and more aggressive in contract negotiations. Given this reality, our strategy focuses on coordinating our efforts with other Teamster Local Unions and reaching out to the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE). Success demands this linkage.

Happy Holidays!

Another year ends. May you and your family enjoy a Merry Christmas and Happy New Year!

James R. Hoffa Memorial Scholarship Fund: Learning to Lead

Although children represent less than 25% of the population in the U.S., we recognize that they are 100% of our future! During the 2004-2005 Academic Year,



100 scholarships will be awarded to high school seniors who are children of Teamster members. Applicants will compete in one of five geographic regions where the Teamster parent's local union is located. Thirty-one of the awards total \$10,000 each, disbursed at the rate of \$2,500 per year, renewable annually for four years. Sixty-nine awards are one-time \$1,000 grants.

Application forms and eligibility information are available at Teamsters Local 70 and may also be

obtained from our website (www.teamsterslocal70.org); the International Brotherhood of Teamsters' website (www.teamster.org) or by email: (scholarship@teamster.org). Completed applications must be submitted to the parent's local union. The Secretary-Treasurer will complete a section of the application and forward it to the Scholarship Fund. Because the application must be received by the Scholarship Fund by March 31, 2004, please submit all paperwork to the local union office early enough to allow sufficient time for final processing and mailing.

For Local 70 members who are sick or hurt. We want to hear from you—you may have benefits coming.

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.

1-800-243-1350 or 510-569-9317

In order to be eligible for Sick Benefits, claims must be filed at Local 70's office within thirty (30) days of disability. Also dues, for the previous month, must have been paid on time.

Sick Benefit Fund Bylaws, Section 4: A member depositing an Honorable Withdrawal Card or Transfer Card, or who is reinstated, shall not be eligible for any disability benefits due to injury sustained or illness suffered within a six (6) month period after said Card is deposited, or after said reinstatement; that is, there will be no liability for payment of benefits for any disability having its inception during the six (6) month period. All claims must be filed within thirty (30) days after the date of eligibility. All claims must be filed previous to transferring from Local No. 70.

Local Union 70, City of Oakland, CA International Brotherhood of Teamsters

TRUSTEES REPORT

SEPTEMBER 2003

INCOME

Membership Dues	\$210,739.30
Initiation and Re-initiation Fees	14,364.53
Withdrawals and Transfers	3.00
Assessments & Fines	14,865.00
Non-member fees	1,984.75
Funds for transmittal for members	350.25
Other Receipts (Schedule A)	18,337.65
Mandatory Drug Test	99.80
Total income	\$260,744.28

EXPENSES

Salaries	\$77,972.25
Expense allowances	7,150.00
Per capita tax	57,526.44

Total expense

Net income

\$280,191.42

(\$19,447.14)

Contributions	2,450.00
Benefits Paid	40,126.37
Funds for transmittal	787.00
Refunds-Dues	705.25
Refunds-Other	15.00
Office and Administrative	39,268.27
Legal Fees	9,276.42
Arbitration Fees	4,275.62
Other Professional Fees	1,755.60
Taxes	6,930.55
Meeting and committee expenses	4,244.31
Auto expenses	4,360.82
Out of town travel expenses	5,234.92
Other expenses (Schedule B)	18,112.60

STATEMENT OF ASSETS & LIABILITIES

As of September 30, 2003

Assets	Sept. 30, 03	August 31, 03	\$ Change
General Fund-Checking Acct.	110,886.51	38,562.26	72,324.25
Petty Cash	850.00	850.00	0.00
General Fund-Savings Acct.	12,958.19	13,377.52	(419.33)
General Fund-CD	533,705.41	633,276.98	(99,571.57)
Cash in Special Funds	70,478.68	70,420.01	58.67
Land	161,487.99	161,487.99	0.00
Buildings	196,664.56	196,664.56	0.00
Office Furniture/Equipment	19,008.65	19,008.65	0.00
Other Assets	16,764.79	16,764.79	0.00
Total Assets	\$1,122,804.78	\$1,150,412.76	(\$27,607.98)
Liabilities & Equity			
Payroll Liability	0.00	392.54	(392.54)
Long Term Liabilities: Obligations	1,286,463.70	1,293,621.54	(7,157.84)
Total Liabilities	\$1,286,463.70	\$1,294,014.08	(\$7,550.38)
Equity			
Opening Balance Equity	(92,996.34)	(92,385.88)	(610.46)
Net Income	(70,662.58)	(51,215.44)	(19,447.14)
Total Equity	\$(163,658.92)	\$(143,601.32)	(\$20,057.60)
Total Liabilities & Equity	\$1,122,804.78	\$1,150,412.76	(\$27,607.98)

SCHEDULES

Schedule A—Other Receipts

Sale of Supplies	3,169.00
Rent	0.00
Membership application Fee	440.00
Interest-General Fund checking	39.19
Interest-Citizens Funds	0.67
Interest-Washington Mutual Savings	7.01
Interest-Washington Mutual CD	51.66
Interest-MCM Funds	428.43
Returned Check (Fines total)	0.00
Check Write Off/Prior year	605.25
Reimbursements-Other Receipts	13,322.44
Insurance (Benevolent)	118.00
Total Income	\$18,181.65

Schedule B—Other Expenses

Sick Benefit Payments	4,410.00
Checks Uncollected & Returned	(265.10)
Overpayment on Checkoff	4,201.05
Interest-IBT Loan	5,390.09
Bank Error	12.36
Pest Control Services	120.00
Janitorial Supplies	2,166.95
Gardening Service	325.00
Drug Test	499.10
Northern California Teamster News	150.15
IBT Assessment	3.00
Labor Day Picnic	1,100.00
Total Other Expenses	\$18,112.60

In Memoriam

Local 70 Obituaries

AMARAL, Leo, July 1

AMITONE, Raymond,
September 27

ANDRADE, Eldin, September 28

APPLE, Joseph, February 19

BARNES, Bobby, October 18

BOIC, Frank, September 18

BOWLING, Carl, September 16

COSTA, Roy, October 14

COZZETTE, Johnny, August 24

CROSS, Kermit, October 30

CRUZ, Manuel, June 29

DEATON, Carroll, September 10

DICHERICO, Vincent, November 3

GATTONI, Anthony, September 6

GOMEZ, Albert, August 27

GOMEZ, Gabriel, September 6

KWONG, Peter, August 21

MARTIN, Henry, October 19

RAMSEY, Woodrow Wilson,
September 20

SILVA, Jimmy, October 22

TAYLOR, Roy Lee, June 29

TRACY, George

AROUND THE LOCALS

Organizer Willie Hawthorne wanted to give special thanks to Gary Oflannagan and Greg Peacock for their help in the negotiations. "This is our first microbrewery under contract; so now we have a new industry to organize," Hawthorne added.

Still fighting the Brits

National Express Group, based in England, is making organizing and negotiating first contracts with their U.S. holdings more difficult.

At Local 78, Organizer Skip Joaquin reports that workers at Durham Transportation voted for union representation two years ago, but to date, the company—owned by National Express Group—has refused to bargain.

At Local 287, organizer Bob Blanchet reports that he's been working on an organizing drive at ATC Vancom, another National Express company.

The IBT's Strategic Initiative Department has coordinated communications with the transportation unions in the United Kingdom, Australia and across the U.S., where campaigns are underway. A meeting between President Hoffa and Phil White, the CEO of National Express, is in the works.

Worker committees organize for Gatorade contract

Local 912's contract with Gatorade in Oakland, is up in December, and the Local has been mobilizing committees of workers to prepare for the negotiations.

"Once the company was bought by Pepsi, they started playing fast and loose with our members' rights," says President Joe Fahey. "First they tried to add temporary workers to the contract, but after our committees distributed 100,000 leaflets at Oakland football and basketball games and spoke at the Oakland City Council, they backed down from that plan."

Fahey says that Pepsi then tried to move operations to a non-union facility in Sacramento, "but we got that

quashed."

The biggest issue for the new contract is that the company is looking to institute continuous operations. "Our committees have begun to survey the 130 workers here. We want to educate them about the contract and get opinions about how best to implement a 3-shift operation," Fahey says. "We know our members have good ideas, and we'll make sure the company hears them."

First contract at Norton Manufacturing

Local 853 has a first contract with Norton Manufacturing, a Hayward-based maker of plastic pails. Secretary-Treasurer Rome Aloise credits Organizer Jesse Casqueiro, who not only organized the unit, but also negotiated the contract.

This was the second time that the workers came to Local 853. They voted the union down once after the employer ran a traditional "give us another chance" campaign. But a year of broken promises led Norton's workers to vote overwhelmingly for representation by Local 853.

Following the election, the company filed objections and refused to bargain for months. Only after the union promised to inform Norton's customers about the impasse did the company agree to bargain, although it still took a year to reach an agreement that the workers could ratify.

"Jesse did a great job in keeping the people together during the long-delayed process," Aloise said.

The contract provides for almost a year of retroactivity in wage increases and improvements in job bidding, job protection and recall language. Future wage increases, and caps on future increases to health and welfare were also included.

Local 856 blocks newspaper info request

Local 856 fought for and won important privacy rights for public sector workers.



Locals 287 and 853 rally and talk to workers at Star

Joint effort at Star Concrete

Teamsters Local 287 has started an organizing campaign at Star Concrete, one of the largest non-union ready mix companies in Santa Clara County. Recently, Local 853's Construction Division teamed up with Local 287 for a rally in front of Star Concrete's facilities.

"A joint effort between Locals 287 and 853 should ensure that this organizing drive is a success," says Business Agent/Organizer Bob Blanchet.

Local newspapers often request specific salary information of certain Local 856 public sector members. In the belief that the release of this information is an invasion of privacy, the union filed court action to prevent it. Represented by Andy Baker of the Beeson, Tayer and Bodine Law Firm, the union prevailed.

The decision affirms that where public sector employers have adopted policies protecting the privacy of individual salary information, this right to privacy is constitutionally protected. A newspaper's blanket request for employee salary data does not automatically outweigh that privacy interest.

The decision also affirms the right of peace officers to have their salary information remain confidential until and unless the person demanding disclosure of that information files a special court motion.

Labor rallies for chassis safety

At an October rally near the Port of Oakland, Teamsters joined with the ILWU, the Alameda County Central Labor Council, political leaders, and even the California Trucking Association, to support HR2863, the "Intermodal Equipment Safety and Responsibility Act."

Labor's message was clear—we need a tough Federal law that guarantees container chassis are inspected by trained mechanics before they go on the highway and we need a law that makes it illegal to give a red-tagged chassis to a driver. HR2863 would do exactly that.

With strong bi-partisan support, this law has been introduced in Congress at the IBT's request. The law also has strong local support. Oakland Mayor Jerry Brown, Alameda County Supervisor Keith Carson, and Sandre Swanson from Congressmember Barbara Lee's office spoke in

support. JC7 President and IBT Port Director Chuck Mack told the more than 100 union members gathered that Barbara Lee has been joined by Congressmem-

bers George Miller and Pete Stark who have signed on to the bill as co-sponsors. The Oakland event was one of many held at ports around the country.

Other speakers included Stephanie Williams (California Trucking Association), Dave Kramer (SEIU 535 and a Port of Oakland Commissioner), ILWU Coast Committee members Joe Wenzl and Ray Ortiz, Jr., and Judy Goff (Alameda County Central Labor Council).

ILWU mechanics displayed for the media an unsafe chassis, showing them how common this problem has become.

"We have to work to bring sustainable wages and safe working conditions to the port drivers," said Mack. "The only way we'll succeed is with coordinated action among unions. HR2863 and today's rally are an important start."



ILWU mechanics removed a wheel from a container chassis to illustrate how this particular chassis is unsafe. Looking on is Joint Council 7 President and Teamster Port Director Chuck Mack and Ron Carver from the IBT Port Division.

JOINT COUNCIL 7



Executive Board

Chuck Mack...President
Steve Mack...Vice President
Robert Morales...Secretary-Treasurer
Rome Aloise...Recording Secretary
Ernie Yates...Trustee
Carlos Borba...Trustee
Franklin Gallegos...Trustee

Delegates' Meetings

The regular 2003 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

BULLETIN BOARD

Local 15, Union City

Membership meetings: The fourth Monday of each month at 3:30 p.m. December, 2003 at Teamsters Local 287, 1452 North 4th St., San Jose. January, 2004 at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro. *Chuck Davis, Secretary-Treasurer*

Local 70, Oakland

Regular Membership meetings: Fourth Thursday of the month, 7 p.m., 70 Hegenberger Road, Oakland. **NOTE:** Due to the Christmas holiday, the December Membership meeting will be held the third Tuesday of the month. Regular meetings to resume in January, 2004. *Chuck Mack, Secretary-Treasurer*

Local 78, Hayward

Membership meetings: Fourth Monday of the month, 7:30 p.m., 492 C Street, Hayward. **Bakery Division Quarterly meetings:** Second Tuesday in March, June, September and December, 5 p.m., at 492 C Street, Hayward. **NOTE:** Due to the Christmas holiday, the December Membership meeting will be held December 15th. Regular Membership meetings to resume in January, 2004. *Steve Mack, Secretary-Treasurer*

Local 85, San Francisco

Regular Membership meetings: Second Thursday of the month, 8 p.m. 2660 Newhall Street, San Francisco. Stewards' meeting is an hour prior. **NOTICE OF ELECTION OF OFFICERS:**

The offices and positions to be elected to a three-year term (January, 2004 through December, 2006) and the number of each is as follows: President (1); Vice President (1); Secretary-Treasurer (1); Recording Secretary (1); Trustees (3); Business Agents (4); Dispatcher No. 1 (1); Dispatcher No. 2 (1).

All positions are subject to lay-off depending on the financial condition of the Local Union. All determinations concerning eligibility to office are according to the International Constitution and the bylaws of Local 85.

All members will be mailed a ballot

in December, 2003, to his or her last known address.

ON DECEMBER 1, 2003, IF YOU ARE IN GOOD STANDING (PAID NOVEMBER, 2003 DUES) YOUR BALLOT WILL BE COUNTED. IF YOU ARE NOT PAID THROUGH NOVEMBER, 2003, YOU SHALL BE DECLARED INELIGIBLE AND YOUR BALLOT WILL NOT BE COUNTED. THE LAST DAY TO PAY IS DECEMBER

17 AT 3:00 P.M.

The ballots will be mailed and counted on December 22, 2003. If you have not received your ballot by December 4, 2003, please call Patti at (415) 330-8500.

The address indicated on your dues receipts will be the address your ballot will be mailed to. Therefore, if the address is incorrect, kindly call the dues department immediately.

"Write-in" voting is prohibited as per

Nominations & Elections — International Constitution December, 2003

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty. The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body that may take place during their term of office. Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).

the International Constitution, Article XXII. "Walk-in voting" or "dropping off ballot" will not be permitted. The ballots should be returned by mail to the U.S. Post Office.

Please be advised that all of the positions are subject to lay-off, full-time, part-time, etc. to be decided by the Local Union Executive Board from time to time, depending on the financial condition of the Local Union.

The 50% meeting attendance requirement shall not be enforced as a condition of the eligibility to run for office in this election.

Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Van Beane, Secretary-Treasurer

Local 278, San Francisco

General Membership meetings: Third Tuesday of the month, 7:30 p.m. Slovenian Hall, 2101 Mariposa St., San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Membership meetings: Second Tuesday of the month, 8 p.m. 1452 North 4th Street, San Jose. **NOTE:** There will be no Stewards Meeting in November or December, 2003. *Doug O'Neal, Secretary-Treasurer*

Local 315, Martinez

General Membership meetings: Second Wednesday of the month, 8 p.m. New Member Orientation—7:15 p.m. 2727 Alhambra Avenue, Martinez. *Dale Robbins, Secretary-Treasurer*

Local 350, Daly City

General Membership Meetings: Thursday, December 11, 2003, 7 p.m. San Francisco Electricians' Hall 55 Fillmore Street, San Francisco. **NOTE:** Due to the Christmas holiday, the San Jose Membership meeting will be held Wednesday, December 17, 2003, 7 p.m. Teamsters Local 287, 1452 North Fourth Street, San Jose. *Robert Morales, Secretary-Treasurer*

Local 484, San Francisco

General Membership Meetings: Tuesday, December 9, 2003, 7 p.m.,

BULLETIN BOARD (cont.)

Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.

For members north of the Golden Gate Bridge: Tuesday, December 16, 2003, 6 p.m., Carpenters' Hall, 1700 Corby Avenue, Santa Rosa

John Bottali, Recording Secretary

Local 490, Vallejo

Membership meetings:

Second Tuesday of the month, 7 p.m. 445 Nebraska Street in Vallejo.

Carlos Borba, Secretary-Treasurer

Local 624, Santa Rosa

Membership meetings:

Fourth Thursday of the month, 7:30 p.m. Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa

NOTE: Due to the Christmas holiday, the December Membership meeting will be held December 18th.

January, 2004 meeting to be held fourth Thursday of the month.

Bob Carr, Secretary-Treasurer

Local 665, Daly City

Regular Membership meetings:

Fourth Tuesday of the month, 7 p.m. 295 89th Street, Suite 306, Daly City.

Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m.

The December, 2003 and January, 2004 meetings will be held at 1700 Marina Blvd., San Leandro

Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

Regular Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno:

December 30, 2003—canceled.

January, 27, 2004 at 7 p.m.

Michael J. McLaughlin, Secretary-Treasurer

Local 890, Salinas

Membership meetings:

Regular Membership meetings are held the second Thursday of the month, 8 p.m. at 207 North Sanborn Road, Salinas.

Franklin L. Gallegos, Presidente

Local 896, Oakland

Northern California Soft Drink

Saturdays, 10 a.m. at Local 896, 8400 Enterprise Way, Oakland:

December 20

January 24, 2004

Northern California Anheuser-Busch, Inc., Fairfield

At Suisun Senior Center, 318 Merganser Drive, Suisun. Tuesday meetings at 5 p.m., Sunday meetings at 9:00 a.m.: December 21 • January 27, 2004

Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General Membership meetings –

22 E. 5th Street, Watsonville

Heavy Duty Sales:

Third Wednesday at 8 p.m.

Frozen Food and Cannery Apples:

Fourth Tuesday at 8 p.m.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2004, and conclude on December 31, 2006.

Nominations:

Nominations will be accepted at a special meeting to be held Saturday, November 15, 2003 at the Local Union Hall at 22 East 5th Street, Watsonville, California, at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2003. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote and run for office are printed at the beginning of the Bulletin Board section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2003 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2003 must be paid prior to 5:00 p.m. on Tuesday, December 23, 2003. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

1) were in regular employment during some period of the twelve (12) months prior to the election, and 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting. Requests should be submitted in writing to the Secretary-Treasurer or his designated representative.

Election

The election shall be by mail ballot. Ballots will be mailed on or about December 5, 2003, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 26, 2003. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 29, 2003.

Protests

Any pre-election protests must be filed with the Local Union Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post election protests must be filed with the Secretary-Treasurer of the Joint Council #7, in accordance with the provisions of Article XXII, Section 5(b) of the International Constitution.

Copies of these Articles of the International Constitution, the Local Union #912 By-laws and the rules governing the conduct of this election are available, upon request, from the Local Union.

AVISO DE NOMBRAMIENTO Y ELECCION DE LOS OFICIALES:

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3). Los terminos de los puestos de estos oficiales comenzarán el 1° de Enero, 2004 y concluirán el 31 de Diciembre del año 2006.

NOMBRAMIENTOS

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el sábado, 15 de Noviembre, 2003 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2003. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesorero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nom-

brar, votar y correr por un oficio se encuentran al principio de la sección "Bulletin Board" de este periódico. Para nombrar a un candidate, la cuota del mes de octubre de 2003 se tiene que pagar antes de la junta para nombramientos. Para que se incluya su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2003 antes de las 5:00 de la tarde, martes el 23 de diciembre de 2003. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propositos con tal de que:

1) Se contrataron en un trabajo regular durante alguna parte de los doce (12) meses antes de la elección; y 2) Provean evidencia satisfactoria de que pagaron su cuota hasta el último mes en que trabajaron.

Se aconsejan a los candidatos potenciales que revisen su elegibilidad y la de sus nombradores y secundadores antes de la junta para nombramientos. Se debería de someter cualquier solicitud por escrito al Secretario-Tesorero o a su representante designado.

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 5 de diciembre a la última dirección conocida de cada miembro o candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 26 de diciembre de 2003. Las balotas se recogerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 29 de diciembre de 2003.

Protestas

Cualquier protesta de antes de la elección se tiene que entregar al Secretario-Tesorero de acuerdo con los provisos del Artículo XXII, Sección 5(a) de la Constitución de la IBT. Cualquier protesta después de la elección se tiene que entregar al Secretario-Tesorero del Concilio Conjunto #7, de acuerdo con los provisos del Artículo XXII, Sección 5(b) de la Constitución de la IBT.

Se pueden solicitar al Local 912 copias de tales artículos de la Constitución de la IBT y las Reglas del Local 912 que gobiernan la conducta de esta elección.

Pamela T. Cheaney, Secretary-Treasurer

RETIREE CLUBS

Local 85 Retiree Club "Hitchin' Post"

Weekly meetings/home-cooked luncheon—every Thursday, 12 Noon
Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco
Marion "Mike" Lombardo, President

Local 278 Retiree Club

Second Wednesday—every three months, 12:30 p.m. at Granada Café, 4753 Mission Street, San Francisco.
Next luncheon: December, 2003.
John Casaccia, President

Local 315 Retiree Club

Third Thursday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez
Carolyn Robinson, President

Local 490 Retiree Club

Second Thursday of every month, 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo
John Donahue, President

Local 921 Retiree Club

Monthly luncheon - second Tuesday, 12 Noon at the Pinch Hit, 6251 Third Street, San Francisco
Vic Sangervasi, Chairman

Central Coast Retiree Club

Last Thursday of the month at Local 890, 207 North Sanborn Road, Salinas.
Don Smith, President

East Bay Teamster Retirees

Monthly meeting on third Wednesday, 11 a.m. at Local 70, 70 Hegenberger Road, Oakland.
Ernie Freitas, President

North Coast Teamsters Retiree Club

Meetings/luncheons held third Friday of the month at Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon
Warren Sallady, President

Sacramento Teamsters Retiree Association

Meets last Wednesday of each month, 1 p.m. at Local 150's Hall, 7120 East Parkway, Sacramento, upstairs.
Eddie Bedrosian, President

Teamsters Retiree Club of Santa Clara County

Monthly meetings are third Thursday, 10:30 a.m. at Local 287, 1452 No. 4th Street, San Jose.
Gilbert Garcia, President

Wine & Spirits Retiree Club

A letter will be sent out to members with meeting information.
Art Royce, President

Teamsters Retiree Assoc. of Local 137

Meeting every second Monday, 2 p.m. at Laborer's Hall, 840 "E" Street, Eureka.
John Stewart, President

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

MARTINEZ, Peter P., Local 15
AMARAL, Leo, Local 70
AMITONE, Raymond, Local 70
ANDRADE, Eldin, Local 70
APPLE, Joseph, Local 70
BARNES, Bobby, Local 70
BOIC, Frank, Local 70
BOWLING, Carl, Local 70
COSTA, Roy, Local 70
COZZETTE, Johnny, Local 70
CROSS, Kermit, Local 70
CRUZ, Manuel, Local 70
DEATON, Carroll, Local 70
DICHERICO, Vincent, Local 70
GATTONI, Anthony, Local 70
GOMEZ, Albert, Local 70
GOMEZ, Gabriel, Local 70
KWONG, Peter, Local 70
MARTIN, Henry, Local 70
RAMSEY, Woodrow Wilson, Local 70
TAYLOR, Roy Lee, Local 70
TRACY, George, Local 70
SILVA, Jimmy, Local 70
PERRY, Donald J., Local 78
WALTERS, Lucille, Local 78
WOLLBERG, Bennie, Local 78
STURIALE, Peter, Local 85
TRACY, George, Local 85
BLUNDELL, George, Local 287
HENRY, Joseph "Chuck", Local 287
HILDAGO, Herbert, Local 287
McCLINTOCK, Raymond, Local 287
POWERS, Mike, Local 287
VOLPE, Richard, Local 287

CABRAL, Manuel E., Local 315
HOWELL, James, Local 315
MALAN, Ashby, Local 315
OROVICH, Anthony, Local 315
PETERSON, William E., Local 315
SEIBERLING, Don, Local 315
VASCONCELLOS, Manuel, Local 315
MALDONADO, Carlos, Local 350
BARTOL, Anton, Local 484
BETSEKAS, George, Local 484
RIVAS, William D., Local 484
TADDEUCCI, Francisco, Local 484
BOGGS, Mitch, Local 490
COX, James, Local 490
VINES, Elizabeth, Local 490
MALASPINA, Guido, Local 624
SILCESTRE, Tumalivan, Local 665
FUNK, Dennis, Local 856
MACARAIG, Salvador, Local 856
NILMEYER, Bernestine, Local 856
RODRIGUEZ, Carlos, Local 856
ROGERS, Doug, Local 856
ZAMORA, Romaldo, Local 860
CORELL, Armando, Local 890
GONZALES, Pedro, Local 890
HAMPTON, Andrew, Local 890
HILL, Ruben, Local 890
KROMER, Jerry, Local 890
MARTINEZ, Maria S., Local 890
LACOST, Velma, Local 912
MARTINEZ, Mary, Local 912
RIOJAS, Paul, Local 912
CALLOS, Albert, Local 921
SANTIAGO, Pete, Local 921



Another happy holiday greeting to all Teamsters and your families!

United States Postal Service			
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